

# **STRATEGIC PLAN WORKSHOP III – GRAND COUNTY COMMISSION**

***Without Vision the People Perish***

***Our General Plan – “Land for all Reasons”***

**Date: Tuesday August 17 – 1:30 – 3:30**

**Venue: Zoom meeting**

**A. Purpose and Outcome:** To develop a vision statement with principles/objectives and measures that informs a County Commission and Community Strategic Plan.

**B. Agenda with actions**

1. **PEST** – Any updates on value statements?
2. **Comments** – roundtable discussion on process
3. **Assignments** –
  - a. **Each Commissioner** – 7 values for updating
  - b. Redraft and highlight key words and indicators – a set of indicators is attached for reference.
  - c. **ALL** – Review of Vision statement – before meeting – review your value and add key words
  - d. **ALL - Prioritize all value statements**
4. **Next Steps**
  - a. Redraft Vision and values
  - b. Develop a motif? With actions, indicators, and core values
  - c. Public and staff review



## Grand County Strategic Plan General Plan Update - A Land for all Seasons - 2030

### County Commission Strategic Planning II – August 3, 2021

#### Meeting Summary

- A. Purpose** – To develop a County Commission strategic plan – that will inform the Community Strategic Plan – an important element in the Updated General Plan.
- B. Studies – Proposed in General Plan**
- Land use and service analysis – Regional strategies; Public land; Housing plan*
  - Transportation Master plan*
  - Social Master plan; age friendly; universal access*
  - Economic Master plan; IT strategic plan*
  - Environmental Master plan; sustainability; climate change; community energy*
  - Parks, Recreation and Culture Master plan*
  - Public Safety Master plan*
  - Public Engagement Master plan; communication strategies*
  - Capital Improvement Plan*
  - Integrated sustainability plan*
  - IT strategic plan*
- C. Tools**
- 3 d visualization*
  - Development standards*
  - Updates to LUC aligned with GP with performance standards*
  - Community Indicators and reporting*
  - Sustainability check list*
  - Transfer of Development rights*
  - Density bonusing*
  - Community Survey – well-being/development*
  - Tax increment financing*
  - Public engagement on line platform*
- D. Tasks** – If possible due by Monday, August 9, 2021.
- Draft** has been forwarded to department heads for comment.
  - PEST** – The references have been added in a matrix, translated into objectives and values – Please comment on any additions or edits to the values/mission.
  - ALL** - Review the SWOT exercise results that assign objectives and values and critique;
  - ALL**- Condense the value statements into about 7;
  - ALL**- Using rich text words fashion a mission statement;
  - ALL**- Highlight indicators or outcomes that can measure values and mission;
  - Each Commissioner** – 7 values with the 8<sup>th</sup> one conflated with Trish’s assignment.
    - Individual assignments for value calibration noted below.
    - Please redraft and highlight key words and indicators – a set of indicators is attached for reference.
    - ALL** - Critique the vision statement with attributes of your value.
    - ALL** - Prioritize all value statements.



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- e. *Value statements – 7 drawn from 43 values – key words highlighted- and proposed indicators*
- i. *Community character and a range of housing types, in the built and social environment, must balance uses and cumulative impacts with a growth management, natural infrastructure, and sustainability lens that consider mutual planning frameworks with all planning authorities including cities, parks, and public lands. Indicators – number of and quality of collaborative projects, number and quality of regional plans, community survey results and trends demonstrating improvements in housing, participation, green projects...KEVIN*
  - ii. *We must act locally, while thinking regionally and globally to maintain and enliven the “small town” feel that reinforces safety and a community feel for all citizens residents and visitors – Indicators – crime rates, community clean up actions, community survey results, regional and national presentations and feedback, regional projects with citizen and visitor involvement...MARY*
  - iii. *The Community values a friendly/welcoming vibe, with mutual respect of differences and we engage early and often seeking County wide opportunities that reduce physical and digital barriers partly through development at a walkability scale, while stressing that citizen support is critical to service delivery, ethnic diversity, the educational continuum, community experience that includes serenity, and varied cultural cuisine— Indicators – education outreach to the community, community wellbeing survey, student grad rates and socio-demographics USU, number and types of educational programs, community needs assessment survey, range of cultural activities, film shoots, drama and entertainment events...TRISH*
  - iv. *Preserve and encourage environmental and healthy values for all generations that recognize the adventure but managed risks of habitat preservation and migration zones??, serenity, and shorelines?? as accessible assets of natural wildland beauty – aesthetic, wildlife, – Indicators – off road usage rates, noise complaints, prescribed quiet zones, habitat protection areas, community survey, accident reports, SARAH*
  - v. *We are a livable community (degradation occurring) that stresses social support for all workers, residents, and visitors?? Focus on well being for residents ...impacts on residents need to be considered –*



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*state legislators need to be aware – general plan will help balance those tensions between visitors and residents - and suitably mitigate and invigilate health and safety risks for youth, seniors and at-risk people* Indicators – employment rates and type, high school grad rates, accidental injury and impairment, drug usage rates, fatalities, GABE

- vi. *We respect and encourage economic development and incentives that bolster the social fabric already dynamic – but must recognize that is already here - , at the local, regional and national level through education, research, regular reporting, arts, film and entertainment, business and entrepreneurial innovation, with an eye and ear to the adventurous community spirit that values safety – damage to environment and infrastructure – Indicators - occupancy rates, vacancy rates, measures of ecdev diversity, startups, business licenses...JACQUES*
- vii. *We support and embolden mobility options that are safe and integrated into the network locally and regionally, looking for collaborative opportunities – Indicators – mode share transportation, accessibility developments, vehicle miles traveled, trips per household, trail connectivity and usage by recreational, commuting to work, etc., EVAN*

### 8. Draft Vision statement for comment – draft comments in red:

- a. We act locally, think and plan regionally, through managed growth and transparent decision making; strengthening health and safety for all; while promoting collaborative partnerships that support vigorous entrepreneurship, and a grand adventurous spirit. –
  - i. more focus on sustainability, resiliency, issues include drought fire and flood...regenerative level and avoid our current destructive direction, working on our landscape to inspire others
  - ii. support growth in types of businesses that give all opportunity for their skills, many are gaining wealth, but the workers need more skilled and jobs outlet,
  - iii. ecdev opportunities, diversity and realizable, e.g. large corps gave workers opportunities to contribute and learn new skills, responsible entrepreneurship, e.g. synergy good pay and gives back to the community and the ability to have career objectives and sense of social justice
  - iv. *Chris comment - I'm particularly interested in getting the word "diversified" into the statement, perhaps "diversified entrepreneurship". Also, I think we're trying to rebrand ourselves with our marketing, and we are moving away from the "adventurous" adjectives, and moving toward a more peaceful/quiet/respect-for-the-land type branding.*



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- v. *PEST – see below – consider each new value and review the value statements for inclusion – I have left some for your input*



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<b>PEST</b> – P = political; E = Economic; S = Social; T – Technological	<b>Objectives</b>	<b>Values – each statement could be preceded with “We value...”</b>
<p><b><u>LAND USE AND SUSTAINABILITY</u></b></p> <ul style="list-style-type: none"> <li>• P - Objectives strained e.g. oil and gas leasing system, Dept. of Interior controls, grazing, etc.</li> <li>• P - Town is changing – old west vs. new west – moving from resource extraction to tourism – e.g. park city, and we seem to be following the same trajectory – look to them for best practices – e. public outcry – e.g. climate change – g. Telluride – could apply across all columns</li> </ul>	<ul style="list-style-type: none"> <li>• Look at <b>best practices for development shifts</b> and <b>impacts on land use and built environment by examining other resort communities</b></li> <li>• Develop mutual <b>land use and infrastructure strategies</b> with all partners through a <b>land use levels of service analysis</b> that examine cumulative impacts of future development and growth management.</li> <li>• Prepare a <b>parks and rec master plan</b> that recognizes development opportunities, dedication of land in the LUC, and projects that are balanced and affordable.</li> <li>• Work with partners including the City of Moab on entertainment options within the <b>LUC and GP</b>.</li> <li>• Within the <b>GP and LUC identify gateway</b> and entry features through land use and development standards.</li> <li>• Develop <b>visualization tools</b> for CC and PC decision making.</li> <li>• Develop a housing continuum evaluation that examines all aspects of affordable and accessible housing <b>by updating the housing plan</b>.</li> <li>• <b>Regularly report</b> on housing gaps and needs and project options.</li> <li>• Within the <b>Land use strategy</b> and in partnership with the public lands identify public land initiatives.</li> <li>• UMTRA future land use options examined in <b>land use strategy</b>.</li> <li>• Link transportation services with land use strategies – airport, rail, road, trails, and water.</li> </ul>	<ul style="list-style-type: none"> <li>• Public lands, in their various forms, increase the quality of life for GC and other jurisdictions.</li> <li>• Future development considers cumulative impacts and growth management.</li> <li>• Community character through the built environment and various types of balanced uses.</li> <li>• Local, regional, state, and national Parks, and access, to them are the living room of our community.</li> <li>• Global impacts of climate change, monitored and actionable.</li> <li>• Growth management and sustained development.</li> <li>• Housing of all types need to be adapted and developed to suit a wide range of citizens/visitors.</li> <li>• Our natural infrastructure must be preserved for future generations.</li> <li>• <b>The ability to be nimble in preparing for land use impacts</b></li> </ul>



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	<ul style="list-style-type: none"> <li>• Within an <b>Environmental Master Plan</b> identify sustainability objectives, data and plans that include climate change, resiliency and adaptation.</li> </ul>	
<p><b><u>REGIONAL (STATE) PLANNING</u></b></p> <ul style="list-style-type: none"> <li>• P - State legislature and their rules, moving target, ATV laws as an example.</li> <li>• P - Lack joint planning city to county and between counties</li> <li>• E - Lack of arable land and housing pricing, impacts on food resources</li> <li>• E - Lack of other industry, tourism from visitors, we have little control, leads to large corps, multinational that own businesses – trickier to engage locally</li> <li>• E - Developers have a hard time understanding jurisdictional separations</li> </ul>	<ul style="list-style-type: none"> <li>• In <b>regulations and long range plans</b> preserve the small town atmosphere through smart growth principles, scalability, and street character.</li> <li>• Develop a long range land use plan that preserves small town character, and a range of uses, especially housing.</li> <li>• <b>Work with partners on regional planning strategies that limits rural impacts.</b></li> <li>• Within a <b>regional development strategy</b> promote a mix of uses in the downtown core including alley loaded and side street uses</li> <li>• <b>Consider coordinating and establishing a unified voice that advances mutual objectives</b></li> <li>• <b>Develop more avenues for local food production and sales</b></li> <li>• <b>Engage developers in all aspects of development and collaborate regionally</b></li> <li>• <b>Coordinate regional initiative to share services</b></li> </ul>	<p>The small town feel instills safety and community within the area.</p> <p>Act locally think regionally.</p> <p><b>Mutual voices that support regional resiliency</b></p> <p><b>Connections with the land through food sourcing and production</b></p> <p><b>A healthy and transparent regulatory process for all residents and businesses</b></p> <p><b>Staffing support and shared services build efficiencies</b></p>
<p><b><u>ACCESS – DIGITAL/PHYSICAL</u></b></p> <ul style="list-style-type: none"> <li>• T - Expansion of internet access both broadband and cellular crucial</li> <li>• T - Build off tech opportunities to integrate engagement – should be ubiquitous</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Promote increased access to the digital environment for all citizens through a public access environment – e.g. kiosks</b></li> <li>• Manage <b>special events</b> that elicit community character and offer visitors and residents opportunities to engage.</li> <li>• Develop <b>outreach, age friendly</b> and multicultural programs that promote “mixing”</li> <li>• <b>Universal access</b> for people of differing mobility attributes is designed into the built environment by policy, regulation and demonstration.</li> </ul>	<ul style="list-style-type: none"> <li>• The Community values a welcoming and friendly vibe, with mutual respect of differences.</li> <li>• <b>Democratizing digital access</b> to all residents</li> <li>• A range of engagement opportunities breaks down physical and digital barriers.</li> </ul>



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	<ul style="list-style-type: none"> <li>• Open digital access through a <b>comprehensive IT strategic plan</b> empowers business and personal decision making.</li> </ul>	
<p><b><u>PARKS, RECREATION, CULTURE, PUBLIC SAFETY, SOCIAL</u></b></p> <ul style="list-style-type: none"> <li>• S – challenges in the COVID environment and cyberworld to share in cultural exchanges and engagement</li> <li>• S- authentic personal engagement critical for community building</li> <li>• S- visitor engagement and feedback crucial to our community</li> <li>• T – social divide between those that do not have access to tech and those that do</li> <li>• T – visitor experience and motorized and tech choices changing; need to look at other changes</li> <li>• T – Backcountry access changes spurred by tech changes</li> </ul>	<ul style="list-style-type: none"> <li>• <b>In the parks and rec master plan encourage special events that are personal and engage visitors</b></li> <li>• <b>Develop more backcountry options that anticipate technological impacts</b></li> <li>• Work with public and private partners to develop a <b>public lands policy</b> and regulations that includes all studies and master plans.</li> <li>• Develop <b>strategies that preserve important agricultural lands</b> and value added services (e.g. farmer’s markets).</li> <li>• Identify and develop <b>managed backcountry access and uses</b>.</li> <li>• Habitat and species protection areas need to be monitored and protected through <b>environmental legislation, including shoreline and riparian area protection</b>.</li> <li>• Implement <b>best practices models for search and rescue</b>.</li> <li>• Establish objective and measured response times and efficiencies within a <b>public safety master plan</b> – e.g. fire, police and emergency management.</li> <li>• <b>Develop Emergency management and operations center</b> with leading edge techniques.</li> <li>• Establish safe routes to schools as a way of enhancing <b>universal access for all users in the transportation master plan and</b> establish public transit options.</li> <li>• <b>Develop design standards and complete streets</b>.</li> <li>• Work with the health region on service delivery opportunities and mesh report on system improvement opportunities in a <b>Social Master Plan</b>.</li> <li>• Quantify and report on through a <b>community indicators project all data elements</b>, and publish on</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Positive visitor social experience crucial to the economy</b></li> <li>• <b>Open options for new technology</b></li> <li>• The natural beauty of the wildland areas is a tremendous public asset for current and future generations.</li> <li>• Preserve environmental values that recognize the importance of habitat, migration zones, serenity, and shorelines.</li> <li>• Health and safety support a robust and active community and highlight the importance of the wilderness experience.</li> <li>• Inter-generational opportunities are important for our social fabric.</li> <li>• Community scale and walkability heighten the street appeal.</li> <li>• Health risk mitigation for key services requires community vigilance.</li> <li>• Public land is a national asset and we value their significance.</li> <li>• We are a livable community that stresses support for all workers, residents, and visitors.</li> <li>• Recreational activities balance motorized and non-motorized uses.</li> <li>• Social support for day care, homelessness, teen suicide and drug dependency.</li> </ul>





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	<p>County web site – develop focused strategies through the <b>implementation plan</b>.</p> <ul style="list-style-type: none"> <li>• Work with public and private partners on mitigation of illegal uses on public lands, and develop an <b>implementation plan</b>.</li> <li>• Within the SMP implementation strategy evaluate and regularly report on progress for service sector housing, wages, and corporate collaboration.</li> <li>• Continue to source recreational opportunities for non-motorized backcountry uses within the <b>parks and rec master plan</b>.</li> </ul>	
<p><b><u>ECONOMIC</u></b></p> <ul style="list-style-type: none"> <li>• E- Covid impact on tourism from overseas – Global impact</li> <li>• E- Limited resources – natural beauty, lack of other industry – e.g. logging</li> <li>• People that are marginalized because of financing options</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Stimulate business retention and expansion for local businesses – consider multi-national partners that could help – in EcDev master plan</b></li> <li>• <b>Add business succession planning to EcDev plan</b></li> <li>• Support the arts community and enterprises that promote a range of outdoor activities and business ideas through the <b>GP Implementation Plan</b>.</li> <li>• Incorporate within an <b>Economic Master Plan</b> continued tourism outreach and education with public parks and lands with public parks and lands; research, and strengthen best practices as a welcoming community, identifying a range of <b>economic opportunities through the land use strategy</b>.</li> <li>• Incorporate <b>award programs</b> for outdoor recreation achievements.</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Respect business diversity and entrepreneurial innovation especially local entrepreneurs</b></li> <li>• Arts and entertainment are vital to the social fabric.</li> <li>• Recognize safe but adventurous community spirit that values the safe visitor experience.</li> <li>• Regional economic engagement education, research and diversity are highly respected.</li> <li>• We are a resilient community that stays vigilant against any type of negative intrusion.</li> </ul>
	<ul style="list-style-type: none"> <li>• Identify <b>active and public transportation options in long range and current planning master plans, and projects</b>.</li> <li>• <b>Update the LUC</b> to identify mobility and parking options.</li> <li>• <b>Evaluate water and infrastructure planning – develop demand and design strategies</b>.</li> </ul>	<p>Mobility options that are safe and integrated into the network are respected and honored.</p> <p>Regional transportation opportunities expand the horizons for citizens and visitors.</p>



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	<ul style="list-style-type: none"> <li>• Protect and <b>enhance the airport</b> as a regional hub through an updated master plan</li> </ul>	
<p><b>PUBLIC ENGAGEMENT AND DECISION MAKING AND SERVICE DELIVERY</b></p> <ul style="list-style-type: none"> <li>• P - Proceed gradually and we tend to be moving too slowly because we are risk averse – looking back could have redone some things e.g. hindsight would have highlighted different choices</li> <li>• P - National political whims seem to control local decision making</li> <li>• P - Partisan politics nationally and locally</li> <li>• P - Political will to move on something that is in the best interest when there is a public outcry – e.g. climate change –</li> <li>• E- Duplication of services, because of lack of planning – e.g. sheriff and police for small population – not effective – efficiency impacted, etc.</li> <li>• S – Sorting and deciphering social media information with a range of different interests expressed in a decentralized or individualized environment.</li> <li>• S – some aspects of isolation in the community especially when visiting other areas of the state and nation</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Engage differing political sources of power and open up decision making options</b> with state legislators</li> <li>• <b>Add a decision making and public engagement process, with demonstration projects to a sustainability master plan</b></li> <li>• <b>Evaluate shared human resource collaboration and propose new service delivery model in Social Master Plan</b></li> <li>• <b>Develop various tools for public access in the IT strategic plan</b></li> <li>• Continue to source all voices within the community in the <b>public engagement strategy</b>.</li> <li>• Develop a <b>social master plan</b> that brings together a full range of support partners.</li> <li>• Expand engagement opportunities through musical and theater events, and accentuate in a <b>cultural/parks/rec. master plan</b>.</li> <li>• Institute <b>capital funding options</b> for active open space within the LUC.</li> <li>• Develop an <b>asset management plan and Capital improvement plan (CIP)</b>.</li> <li>• Within the <b>CIP</b> evaluate long term facility needs and fund appropriately.</li> <li>• Work with all community partners to ensure that essential professionals are <b>recruited and retained through engagement strategies</b>.</li> <li>• With Community partners work with disadvantaged groups caught in a poverty cycle, report on critical data (e.g. High school graduation rates) <b>and identify intervention plans in the SMP</b>.</li> <li>• <b>Develop communication and engagement</b> protocols with native tribes – e.g. Bears’ ears</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Constructive insights and breakthroughs at state and national political levels</b></li> <li>• <b>Global aspects like climate change are part of our community interests.</b></li> <li>• <b>Democratize access to County Services through on line platforms and personal engagement</b></li> <li>• The social fabric of the community requires all sectors, citizens, native tribes and visitors to work together and help each other.</li> <li>• The arts, film and drama community adds incredible value to the community experience.</li> <li>• Recreate responsibly.</li> <li>• A stable environment for County staff, essential professionals and citizen support are critical to service delivery and community health and safety.</li> <li>• Ethnic diversity and inclusion meshes with all County activities.</li> <li>• Contributions from all socio-demographic sectors through outreach, work plans and budgets.</li> <li>• The retention of citizens graduating from high school and college builds community resiliency.</li> <li>• Cultural cuisine and experience is celebrated.</li> <li>• Serenity and seclusion.</li> <li>• Visitor shared experience</li> <li>• Shared decision making with all levels of government.</li> <li>• Our business community and entrepreneurial spirit.</li> <li>• Welcome and transparent with diverse political contributions.</li> <li>• Elected officials are transparent and approachable, offering citizens and visitors an empowering experience.</li> </ul>



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	<ul style="list-style-type: none"><li>• Engage educational sectors – university, public and private schools to help professional retention through the <b><i>SMP and Parks, Rec, culture master plan</i></b></li><li>• Identify a balanced “boutique” experience, and educational opportunities for the visitor, having them share their experience, through the <b><i>cultural plan</i></b>.</li><li>• Support and encourage the film commission and embed their objectives into the <b><i>GP and LUC</i></b>.</li><li>• Identify <b><i>land uses and cultural strategies</i></b> that support rehabilitation and retreat opportunities.</li><li>• Identity opportunities to engage with State levels of decision makers and develop mutually supportive policies in the <b><i>public engagement strategy</i></b></li><li>• Work with the chamber, business, and other non-profits like trails, rotary, to collaborate on impact mitigation within <b><i>the public engagement strategy</i></b>.</li><li>• Develop <b><i>communication and outreach strategies</i></b> that give opportunities for engagement.</li></ul>	
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# Dashboard Indicators

## Health

Laboratory Visits	Yearly
X-Ray Visits	Yearly
CT Visits	Yearly
Acute Care Inpatient Days	Yearly
Emergency Department Visits	Yearly
Ambulatory Care Outpatients Visits	Yearly
Operating Room Cases (Inpatient, Outpatient)	Yearly
Hemodialysis Treatments	Yearly
Long-term Care (Resident Days, Residents Per Day)	Yearly
Physical Therapy	Yearly
Occupational Therapy	Yearly
Speech Therapy	Yearly
Cardiac and Pulmonary Rehabilitation	Yearly
Home Care (Nursing Visits, Homemaking Visits, Meals)	Yearly
Addiction Services (Total new outpatient files)	Yearly
Mental Health Outpatients (Total visits – adult and youth)	Yearly
Public Health (Total provincially funded vaccinations)	Yearly
Primary Care (Total Visits at PAPHR clinics)	Yearly
Arthritis	Yearly
Diabetes	Yearly
Asthma	Yearly
High Blood Pressure	Yearly
Perceived Health	Yearly
Smokers	Yearly
Heavy Drinking	Yearly
Overweight Indicator	Yearly
Regular Sees Family Doctor	Yearly

## Transportation

Transit Ridership <i>**Available on condition that city is willing to provide this data</i>	???
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## Education

Student Enrollment by Schools	Yearly
Education by Degree	5 Years
Major Field of Study	5 Years

## Environment

Air Quality	Monthly
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**Public Safety**

Violation Causing Death	Monthly
Sexual Assaults	Monthly
Assaults	Monthly
Abduction	Monthly
Robbery	Monthly
Other Crimes Against Person	Monthly
Theft of Motor Vehicle	Monthly
Fraud	Monthly
Other Property Offences	Monthly
Break and Enter	Monthly
Other Crimes Against Property	Monthly
Prostitution	Monthly
Weapon Charges	Monthly
Other Criminal Code	Monthly
Possess Drugs	Monthly
Traffic Drugs	Monthly
Other Drug Related Charges	Monthly
Other Federal Statute	Monthly
Provincial Statute Violations	Monthly
Traffic Violations	Monthly
Food & Drug Act	Monthly
Information Offences	Monthly
Information Offences (Internal)	Monthly

**Housing**

Building Permits Total – Residential	Monthly
Building Permits Total – Multi Family	Monthly
Building Permits Total – Commercial	Monthly
Building Permits Total – Industrial	Monthly
Building Permits Total – Institutional & Government	Monthly
Building Permits Value – Residential	Monthly
Building Permits Value – Multi Family	Monthly
Building Permits Value – Commercial	Monthly
Building Permits Value – Industrial	Monthly
Building Permits Value – Institutional & Government	Monthly
Demolition Permits Total	Monthly
Housing Starts	Quarterly
Housing Completes	Quarterly
Under Construction Inventory	Quarterly
Vacancy Rate (%)	Yearly
Availability Rate (%)	Yearly

Average Rent (\$), % Change of Average Rent	Yearly
Housing Market Statistics	Yearly

### **Economic**

Median Household Income	5 Years
Number of Businesses Registered	Yearly
Business Licenses Issued	Yearly
Companies by Type	Yearly
Unemployment Rate	5 Years
Participation Rate	5 Years
Employment Rate	5 Years
Labour Force by Occupation	5 Years
Labour Force by Industry	5 Years

### **People**

Total Population & Annual Growth Rate	Yearly
Median Age of Population	Yearly
Net Migration	5 Years
Immigration by Race	5 Years
Marital Status	5 Years
Election Data	Varies